

APPENDIX G.6

MODEL AGREEMENTS FOR TEMPORARY EMPLOYMENT OF STATE FIRE MOBILIZATION EMPLOYEES

TEMPORARY EMPLOYMENT AGREEMENT

Intent of Agreement

It is the intent of this Agreement that a temporary employment relationship between the Employer and the Employee named herein below be established and documented for the sole and exclusive purpose of having that relationship exist only in instances when the Employer tasks the Employee to respond to a Washington State fire resource mobilization in accordance with the provisions of the *Washington State Fire Services Resource Mobilization Plan*.

Whereas, major emergency incidents may result in the state mobilization of fire resources as provided by the *Washington State Fire Services Resource Mobilization Plan*; and

Whereas, Employer has committed to provide fire resources to state mobilization efforts; and

Whereas, Employee is a qualified firefighter who may be available for assignment by Employer to a state fire resource mobilization;

Therefore, it is hereby agreed by and between _____
(Employer) and _____ (Employee) as follows:

Temporary Employment

Employee agrees to be employed by Employer as a temporary firefighter, if and as available, to respond and act as such when called upon by Employer for the sole purpose of responding to authorized Washington State fire resource mobilization events in accordance with the terms and conditions of the *Washington State Fire Services Resource Mobilization Plan*.

Term of Temporary Employment

Such employment shall only be effective for the period of time that fire resources are committed to a fire resource mobilization by the Employer. Each fire resource mobilization shall constitute a separate event and a potential separate period of temporary employment.

Wages

Employee shall be paid by Employer the prescribed hourly wage rate for the position worked at the state fire mobilization incident as set forth in the current Washington – Oregon Interagency Rate Schedule as amended and adopted by the Washington State Association of Fire Chiefs.

Benefits

Employee shall receive no Employer-provided benefits other than Employer-provided insurance as required by law.

Employee shall be reimbursed for work-related direct expenses as allowed by Employer and reimbursable to Employer by provision of the *Washington State Fire Services Resource Mobilization Plan*.

Employment Status

Employee acknowledges that employment under this Agreement is temporary only, for the sole purpose of providing adequate resources to Employer for participation in state fire resource mobilization. Employee has and asserts no right to permanent employment with Employer, or bargaining unit member status or rights with any bargaining unit that has a labor agreement with Employer.

Employee Signature

Date

Employer Signature

Date

LETTER OF UNDERSTANDING

BETWEEN

IAFF LOCAL _____

AND

FOR TEMPORARY STATE FIRE MOBILIZATION EMPLOYEES

The parties to this Letter of Understanding are **IAFF LOCAL** _____ ("Union") and _____ ("Employer").

In accordance with the provisions of Chapter 41.56 RCW, and the current Collective Bargaining Agreement between the parties:

- The District recognizes the Union as the exclusive bargaining representative for the uniformed personnel of the District.
- This Letter of Understanding sets forth the terms and conditions of agreement that differ from or amend those of the current Collective Bargaining Agreement.

Whereas, major emergency incidents may result in the mobilization of fire resources as provided by the *Washington State Fire Services Resource Mobilization Plan*; and

Whereas, Employer has committed to provide fire resources to state mobilization efforts; and

Whereas, Employer wishes to engage qualified temporary employees for assignment to state fire mobilization incidents; therefore

It is Hereby Agreed:

Temporary Firefighter Employees for State Fire Mobilization Incidents

Employer may engage temporary employees as firefighters tasked to major incidents declared in accordance with the provisions of the *Washington State Fire Services Resources Mobilization Plan*. Such employment shall only be effective for the period of time that fire resources are committed to a state fire resource mobilization incident by the Employer. Each state fire resource mobilization shall constitute a separate event and a potential separate period of temporary employment.

Status of Temporary Firefighter Employees

Temporary employees engaged as firefighters tasked to a state fire resource mobilization shall not be either members of or represented by the Union during any term of such temporary employment. No provisions of the current Collective Bargaining Agreement between Employer and Union shall apply to such temporary employees, who shall pay no union dues and have no rights or privileges under said Collective Bargaining Agreement.

Union Signature

Date

Employer Signature

Date